

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 10
2006-2008 MEMORANDUM OF UNDERSTANDING**

**Exclusive Employee Representative
California Association of Professional Scientists**

Number of Employees: Approximately 2,682 full-time equivalents

I. Compensation

One-Time Bonus

- Upon ratification, employees in Bargaining Unit 10 who are not eligible for the equity adjustments listed below will receive a one-time bonus of \$1,000.

Cost-of-Living Adjustments

- Effective July 1, 2006, all employees will receive a 3.5 percent COLA.
- Effective July 1, 2007, all employees will receive a COLA of 2-4 percent (actual amount to be based on the Consumer Price Index for the 12-month period from April 2006 through March 2007).

Equity Adjustments

- Effective January 1, 2007, the top salary for Industrial Hygienist and specific Public Health classifications will be raised 10%. (*Attachment A*)
- Effective January 1, 2007, the top salary for Health Physicist, Public Health Biologist, Examiner II/Lab Field Services and Veterinary Medical Officer classifications will be raised 5%. (*Attachment A*)
- Effective January 1, 2007, the top salary for Chemist and Forensic Scientist-Toxicologist classifications will be raised 2.5% (*Attachment A*)
- Effective January 1, 2007, the entry-level salary for Public Health Microbiologist I (Range A) classification will be raised 10%.
- Effective July 1, 2007, the top salary for Examiner II, Laboratory Field Services will be set equal to the top salary of the Public Health Microbiologist II.¹

II. Health

Employer Contribution

- Effective January 1, 2007, employees in Bargaining Unit 10 will receive health benefits under the State's "80-80" formula, replacing the unit's "85-80" formula. Under the "80-80" formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment; 80 percent for dependent coverage.

¹ This adjustment is estimated to raise base salary for Examiner II, Lab Field Services by 3%.

Dependent Coverage

- Employees hired on or after January 1, 2007, will become eligible for the full employer contribution for dependent health coverage after completing their first two years of State employment. The State will contribute half the normal amount for dependents during the first year and 75 percent during the second year.

III. Retirement

- For employees hired on or after January 1, 2007, retirement benefits will be based on the highest consecutive-three-year average salary.

IV. Other

Recruitment and Retention Differentials

- Effective July 1, 2007, the \$300 per month recruitment and retention differential for Public Health Microbiologist and Health Physicists classifications will be moved into the base salary. This change does not result in any new costs.

Mileage Reimbursement

- Employees authorized to use a privately owned vehicle on State business will be entitled to claim mileage reimbursement at the federal standard mileage rate. The federal standard mileage rate is currently 44.5 cents per mile.

V. Duration

- July 1, 2006, through June 30, 2008

Attachment A

Effective January 1, 2007, the top salary for the following classifications shall be raised 10% (by adding two additional steps to the existing pay ranges). To advance to the next step, employees must be at their current step for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687.)

3824	Junior Industrial Hygienist
3855	Assistant Industrial Hygienist
3856	Associate Industrial Hygienist
6230	Junior Industrial Hygiene Specialist, SCIF
9322	Assistant Industrial Hygiene Specialist, SCIF
9321	Associate Industrial Hygiene Specialist, SCIF
3824	Junior Ergonomic Specialist, SCIF
9359	Assistant Ergonomic Specialist, SCIF
9361	Associate Ergonomic Specialist, SCIF
7954	Public Health Microbiologist I
7948	Public Health Microbiologist II
7950	Public Health Microbiologist II - Virology
7940	Public Health Microbiologist Specialist
7939	Public Health Microbiologist Specialist - Virology
7949	Examiner I, Laboratory Field Services
7910	Cytotechnologist, Laboratory Field Services

Effective January 1, 2007, the top salary for the following classifications will be raised 5%. To advance to the next step, employees must be at their current step for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

3781	Junior Health Physicist
3779	Assistant Health Physicist
3803	Associate Health Physicist
0565	Assistant Public Health Biologist
0564	Associate Public Health Biologist
0563	Senior Public Health Biologist
7946	Examiner II, Laboratory Field Services
0404	Veterinary Medical Officer (Animal Health)
0413	Veterinary Medical Officer (Meat Inspection)
0254	Veterinary Medical Officer III (Animal Health)
0274	Veterinary Medical Officer III (Meat Inspection)

Effective January 1, 2007, the top salary for the following classifications will be raised 2.5%. To advance to the next step, employees must be at their current step for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

8060	Chemist
8068	Staff Chemist
8067	Forensic Scientist-Toxicologist Trainee
8088	Forensic Scientist Toxicologist I
8089	Forensic Scientist Toxicologist II
8071	Forensic Scientist Toxicologist III